

# Appendix D

## REAL ESTATE CIVILIAN CAREER PROGRAM MASTER TRAINING PLAN

	1170	1171	COURSE	KNOWLEDGE - ABILITIES THAT THE COURSE MAY ENHANCE	INTERN LEVEL 5 7	INTERMEDIATE LEVEL 9 11 12	MANAGEMENT LEVEL 13 14 15	SOURCE
1	P2	P1	REAL ESTATE APPRAISAL PRINCIPLES	6,32	X X	X		APPRAISAL INSTITUTE
2	P2	P1	APPRAISAL PROCEDURES	6,32,53	X X	X		APPRAISAL INSTITUTE
3	P2	P2	REAL ESTATE ACQUISITION	2,3,4,5,7,10,11,13,14,15,16,17,18,19	X X	X X		PROSPECT
4	P2	P2	REAL ESTATE MANAGEMENT & DISPOSAL	2,3,5,7,9,21,22,23,24	X X	X X		PROSPECT
5	P2	P2	REAL ESTATE MANAGEMENT & DISPOSAL - OUTGRANTS	2,3,5,7,9,21,23,25,30	X X	X X		PROSPECT
6	P2	P2	REAL ESTATE MANAGEMENT & DISPOSAL - DISPOSAL	2,3,5,7,9,22,24,27	X X	X X		PROSPECT
7	P2	P2	REAL ESTATE PLANNING & CONTROL	5,42,43,44,45,47	X X	X X		PROSPECT
8	P2	P2	REAL ESTATE APPRAISAL & LEASING	6,10,11,15,31,32,35	X X	X X		PROSPECT
9	P2	R	REAL ESTATE RELOCATION ASSISTANCE	1,13,14	X X	X X		PROSPECT
10	P1	P1	INTERN LEADERSHIP DEVELOPMENT	54	X X			COMMAND ARMY LEADERSHIP
11	P2	R	EASEMENT & ROW LAW	7,35	X X	X		INTERNATIONAL ROW
12	R	R	LEGAL ASPECTS OF EASEMENTS	7,35	X X	X		INTERNATIONAL ROW
13	R	R	UTILIZATION AND DISPOSAL OF REAL PROPERTY	21,22,24,25,27	X X	X		GSA
14	R	P1	BASIC INCOME CAPITALIZATION	6,32,36,38,40,53		X X		APPRAISAL INSTITUTE
15	R	P1	ADVANCED INCOME CAPITALIZATION	6,32,36,38,40,53		X X		APPRAISAL INSTITUTE
16	R	R	FEDERAL SPACE MGMT. POLICIES & PROCEDURES	1,15	X X	X X		GSA
17	P2	R	FEDERAL REAL PROPERTY LEASING	10,11,15		X X	X	MANAGEMENT CONCEPTS
18	P2	R	REAL ESTATE CONDEMNATION	16		X X	X	PROSPECT
19	P2	P2	REAL ESTATE PRINCIPLES & PRACTICES	1,2,3,4,5,6,7,9,53	X X			LOCAL ACCREDITED INSTITUTE
20	P2	R	REAL ESTATE LAW	1,2,3,4,7,9	X X			LOCAL ACCREDITED INSTITUTE
21	R	P1	STANDARDS OF PROFESSIONAL PRACTICE	1,6,32,53		X X	X	APPRAISAL INSTITUTE AND OTHERS
22	P2	P2	ENVIRONMENTAL LAWS & REGS	1,9,10,11,21,22,23,24,28,31	X X	X X	X	PROSPECT
23	P2	P2	UNDERSTANDING ENVIRONMENTAL CONTAMINATION IN REAL EST	1,9,10,11,23,24,26,28	X X	X X		INTERNATIONAL ROW
24	R	N	TECHNIQUES OF NEGOTIATING FEDERAL REAL PROP LEASES	10,15		X X	X	MANAGEMENT CONCEPTS
25	N	R	RURAL VALUATION	6,37		X X	X	ASFMRA
26	R	P2	RESIDENTIAL CASE STUDY	31,32,37,38		X X	X	APPRAISAL INSTITUTE
27	R	P1	VALUATION ANALYSIS AND REPORT WRITING	6,31,32		X X	X	APPRAISAL INSTITUTE
28	N	P2	EMINENT DOMAIN	16,41		X X	X	ASFMRA
29	N	R	INDUSTRIAL VALUATION SEMINAR	36,53		X X	X	APPRAISAL INSTITUTE
30	P2	N	FEDERAL REAL PROPERTY LEASE LAW	7,10,15		X X	X	MANAGEMENT CONCEPTS
31	P2	N	COST AND PRICING ANALYSIS OF LEASE PROPOSALS	15		X X	X	MANAGEMENT CONCEPTS
32	P2	P2	PUBLIC AWARENESS & CONFLICT RESOLUTION	51,54,c	X X	X X	X	PROSPECT
33	N	R	STATE CERTIFICATION EXAM PREP SEMINAR - GENERAL	1,6,32		X X	X	APPRAISAL INSTITUTE AND OTHERS
34	N	R	STATE CERTIFICATION EXAM PREP SEMINAR - RESIDENTIAL	1,6,32,38		X X	X	APPRAISAL INSTITUTE AND OTHERS
35	R	P2	ENVIRONMENTAL RISK AND REAL ESTATE APPRAISAL (SEMINAR)	1,6,9,31,32		X X	X	APPRAISAL INSTITUTE

### LEGEND:

P1 = Priority I

P2 = Priority II

R = Recommended

M = Managers or Potential Managers

C = Competitive

N= Normally does not apply

REAL ESTATE CIVILIAN CAREER PROGRAM MASTER TRAINING PLAN

				KNOWLEDGE - ABILITIES THAT THE COURSE MAY ENHANCE	INTERM LEVEL		INTERMEDIATE LEVEL		MANAGEMENT LEVEL		SOURCE	
	1170	1171	COURSE		5	7	9	11	12	13	14	15
36	N	P2	VALUATION OF CONTAMINATED PROPERTIES	1,6,9,31,32,36,37,38			X	X				INTERNATIONAL ROW
37	P2	N	ESSENTIALS OF PROGRAM/PROJECT MGMT	8,17,54			X	X				MANAGEMENT CONCEPTS
38	P2	N	PROJECT MANAGEMENT	8,a,b,d			X	X				PROSPECT
39	P2	R	EFFECTIVE BRIEFING TECHNIQUES	e			X	X				OPM
40	P2	R	TECHNIQUES OF NEGOTIATIONS	c,d,e		X	X	X				OPM
41	P2M	P2M	UNDERSTAND & MANAGE HUMAN BEHAVIOR	a,b,c,c,d,50			X	X				OPM - HUMAN RES DEV
42	P1M	P1M	INTRODUCTION TO SUPERVISION	49,50,51,a,b,c		X	X					OPM
43	RM	RM	COMMUNICATING ACROSS CULTURES	c,e			X	X				OPM
44	RM	N	COMPLYING WITH AMERICANS W/DISABILITIES ACT (ADA)	15,21,23,30			X	X				MANAGEMENT CONCEPTS
45	P1M	P1M	EEO FOR MANAGERS	51,54			X	X				MANAGEMENT CONCEPTS
46	RM	RM	MIDDLE MANAGEMENT INSTITUTE	49,50,a,b,c,d,h				X	X	X		OPM
47	N	R	RANCH APPRAISAL	37			X	X				ASFMRA
48	N	R	ADVANCED RANCH APPRAISAL	37			X	X				ASEMRA
49	N	R	ADVANCED RURAL APPRAISAL	37			X	X				ASFMRA
50	N	R	ADVANCED RURAL CASE STUDIES	37			X	X				ASFMRA
51	N	R	ADVANCED RESOURCE APPRAISAL	34,35,37,39			X	X				ASFMRA
52	N	P2	ADVANCED APPRAISAL REVIEW	32			X	X	X			ASEMRA
53	R	P2	NARRATIVE REPORT WRITING	f		X	X					
54	R	P2	REAL ESTATE RISK ANALYSIS SEMINAR	36,38,40,53				X	X		X	APPRAISAL INSTITUTE
55	P2	P2	CONTRACTING OVERVIEW	2,20,26,28,31,45				X	X	X		PROSPECT
56	P2	P2	CE CONTRACT LAW	2,20,26,28,31,45				X	X	X		PROSPECT
57	P2	P2	CONTRACT LAW	2,20,26,28,31,45				X	X	X		GSA
58	P1M	P1M	LEADERSHIP, EDUCATION, AND DEVELOPMENT (LEAD)	8,49,50,51,a,b,c,d,e,f,g,h			X	X	X			Army Cmd General Staff College
59	R	R	ARMY MANAGEMENT STAFF COLLEGE (AMSC)	54,a,b,c,d,e,f,g,h					X	X	X	
60	P2M	P2M	PERSONNEL MANAGEMENT FOR EXECUTIVES	49,50,a,b,c,d,e,f,g,h				X	X			OPM EXECUTIVE SEMINAR CENTER
61	N	R	CASE STUDIES IN REAL ESTATE	32,40		X	X	X				APPRAISAL INSTITUTE
62	P2M	P2M	SEMINAR FOR NEW MANAGERS	49,50,51,54,a,b,c,d,e,f,g,h			X	X				OPM
63	P2M	P2M	MANAGEMENT OF MANAGERS COURSE	49,50,51,54,a,b,c,d,e,f,g,h					X	X	X	OPM EXECUTIVE SEMINAR CENTER
64	P2M	P2M	PERSONNEL MANAGEMENT FOR EXECUTIVES II	49,50,51,54,a,b,c,d,e,f,g,h				X	X	X		US ARMY PERSONNEL COMMAND
65	P2M	P2M	MANAGEMENT DEVELOPMENT SEMINAR	49,50,51,54,a,b,c,d,e,f,g,h					X	X	X	OPM EXECUTIVE SEMINAR
66	R	R	PUBLIC PROGRAM MANAGEMENT	a,b,e,54					X	X	X	OPM EXECUTIVE SEMINAR
67	RC	RC	THE PRESIDENT'S EXECUTIVE INTERCHANGE PROGRAM	a,b,c,d,e,f,g,h						X	X	WASHINGTON, DC
68	RC	RC	SLOAN FELLOWS PROGRAM	a,b,c,d,e,f,g,h						X	X	MASS INST OF TECH AT STANFORD UN
69	R	R	ADMINISTRATION OF PUBLIC POLICY	a,b,c,d,e,f,g,h						X	X	OPM EXECUTIVE SEMINAR
70	R	R	DOMESTIC POLICIES & PROGRAMS	a,b,c,d,e,f,g,h					X	X	X	OPM EXECUTIVE SEMINAR
71	P2M	P2M	EXECUTIVE DEVELOPMENT SEMINAR	a,b,c,d,e,f,g,h						X	X	OPM EXECUTIVE SEMINAR
72	RC	RC	FELLOWSHIP IN CONGRESSIONAL OPERATIONS	a,b,c,d,e,f,g,h				X	X	X	X	WASHINGTON, DC
73	RC	RC	ARMED FORCES STAFF COLLEGE	a,b,c,d,e,f,g,h				X	X	X	X	ARMED FORCES STAFF COLLEGE NORFOLK VA
74	RC	RC	PRINCETON EDUCATION PROGRAM FOR FEDERAL OFFICIALS AT MID-CA	a,b,c,d,e,f,g,h						X	X	PRINCETON UNIV
75	P2	P2	ORGANIZATIONAL LEADERSHIP FOR EXECUTIVES (OLB)	a,b,c,d,e,f,g,h							X	COMMAND ARMY LEADERSIP
76	RC	RC	INDUSTRIAL COLLEGE OF THE ARMED FORCES	a,b,c,d,e,f,g,h							X	FT MCNAIR, WASHINGTON, DC
77	RC	RC	US ARMY WAR COLLEGE	a,b,c,d,e,f,g,h							X	CARLISLE BARRACK, PA
78	RC	RC	NATIONAL WAR COLLEGE	a,b,c,d,e,f,g,h							X	FT MCNAIR, WASHINGTON, DC
79	RC	RC	SENIOR EXECUTIVE EDUCATION PROGRAM	a,b,c,d,e,f,g,h							X	FEDERAL EXECUTIVE INSTITUTE
80	P1	P1M	ACTION OFFICER DEVELOPMENT COURSE		X	X	X	X	X			ARMY INSTITUTE FOR PROFESSIONAL DEV (AIP)